

**Houston ISD Appraisal Record Summary  
Professional Development and Appraisal System  
Modified Professional Development and Appraisal System**

**Supporting appraisal documents may be retrieved from special storage upon request.**

Teacher

Tom Jones

ss # 439-63-2999

Campus

Yates High

Assignment/Grade

Choir / Mixed

**SECTION A**

Name of Appraiser:

Rose Ellis

**Instructions:** Transfer the DOMAIN SCORES from the SUMMATIVE ANNUAL APPRAISAL REPORT.  
Consult the Score Conversion Chart for a single appraisal to convert each Domain Score to a Domain Rating.

DOMAIN	DOMAIN SCORES	DOMAIN RATINGS
I Student Participation	13	Proficient
II Learner-Centered Instruction	87	"
III Evaluation & Feedback	16	"
IV Management	21	"
V Professional Communication	18	"
VI Professional Development	12	"
VII Compliance	9	"
VIII Academic Performance Improvement	34	Proficient

**SECTION B**

DOMAIN SCORES:

When a second observation has been conducted use the following procedures:

1. Transfer the Domain Scores recorded in Section A to the space marked Appraiser Domain Scores below.
2. Transfer the Second Appraiser Domain Scores from the Summative Annual Appraisal Report to the space marked Second Appraiser Domain Scores below.
3. Compute the Weighted Domain Scores by averaging the Domain Scores of both appraisers.
4. Consult the Score Conversion Chart to convert each Weighted Domain Score to a Domain Rating.

**SECTION C****DOMAIN SCORE CONVERSION CHART**

RATING	I	II	III	IV	V	VI	VII	VIII	(1 <sup>st</sup> yr)	(2 <sup>nd</sup> yr)
Exceeds Expectations	20-25	37-45	25-30	34-40	25-30	16-20	13-15	37-45	40-50	
Proficient	12-19	23-36	15-24	20-33	15-24	9-15	9-12	23-36	24-39	
Below Expectations	4-11	7-22	5-14	6-19	5-14	3-8	3-8	7-22	8-23	
Unsatisfactory	0-3	0-6	0-4	0-5	0-4	0-2	0-2	0-6	0-7	

**SECTION D**

APPRAISER DOMAIN SCORES	SECOND APPRAISER DOMAIN SCORES	WEIGHTED DOMAIN SCORES	DOMAIN RATINGS
DOMAIN I	+	+ 2 =	
DOMAIN II	+	+ 2 =	
DOMAIN V	+	+ 2 =	
DOMAIN VI	+	+ 2 =	
DOMAIN VII	+	+ 2 =	
DOMAIN VIII	+	+ 2 =	

**PLAINTIFF'S EXHIBIT***b*

Appraiser Signature

Date Completed

Teacher's Signature

Date

Signature of Second Appraiser if present at Conference

HISD060609

6/5/10

**Houston ISD Appraisal Record Summary**  
**Professional Development and Appraisal System**  
**Modified Professional Development and Appraisal System**

2003-2004

#07200

Supporting appraisal documents may be retrieved from special storage upon request.

Teacher TOM JONES SS #     
 Campus KELSO Elem. Assignment/Grade K-5 MUSIC

**SECTION A**Name of Appraiser: DEBRA A. Hayes

Instructions: Transfer the DOMAIN SCORES from the SUMMATIVE ANNUAL APPRAISAL REPORT.  
 Consult the Score Conversion Chart for a single appraisal to convert each Domain Score to a Domain Rating.

DOMAIN	DOMAIN SCORES	DOMAIN RATINGS
I Student Participation	<u>15</u>	<u>P</u>
II Learner-Centered Instruction	<u>37</u>	<u>P</u>
III Evaluation & Feedback	<u>18</u>	<u>P</u>
IV Management	<u>34</u>	<u>P</u>
V Professional Communication	<u>18</u>	<u>P</u>
VI Professional Development	<u>18</u>	<u>P</u>
VII Compliance	<u>19</u>	<u>P</u>
VIII Academic Performance Improvement!	<u>27</u>	<u>P</u>

**SECTION B****DOMAIN SCORES:**

When a second observation has been conducted use the following procedures:

1. Transfer the Domain Scores recorded in Section A to the space marked Appraiser Domain Scores below.
2. Transfer the Second Appraiser Domain Scores from the Summative Annual Appraisal Report to the space marked Second Appraiser Domain Scores below.
3. Compute the Weighted Domain Scores by averaging the Domain Scores of both appraisers.
4. Consult the Score Conversion Chart to convert each Weighted Domain Score to a Domain Rating.

**SECTION C****DOMAIN SCORE CONVERSION CHART**

RATING	I	II	III	IV	V	VI	VII	VIII	(1 <sup>st</sup> yr)	(2 <sup>nd</sup> yr)
Exceeds Expectations	20-25	37-45	25-30	34-40	25-30	16-20	13-15	37-45	40-50	
Proficient	12-19	23-36	15-24	20-33	15-24	9-15	9-12	23-36	24-39	
Below Expectations	4-11	7-22	5-14	6-19	5-14	3-8	3-8	7-22	8-23	
Unsatisfactory	0-3	0-6	0-4	0-5	0-4	0-2	0-2	0-6	0-7	

**SECTION D**

DOMAIN	APPRAYER DOMAIN SCORES	SECOND APPRAISER DOMAIN SCORES	WEIGHTED DOMAIN SCORES	DOMAIN RATINGS
I		+	+ 2 =	
II		+	+ 2 =	
III		+	+ 2 =	
IV		+	+ 2 =	
V		+	+ 2 =	
VI		+	+ 2 =	
VII		+	+ 2 =	
VIII		+	+ 2 =	

Appraiser Signature

Date Completed

Signature of Second Appraiser if present at Conference

Teacher's Signature

Date

Date of Conference

1054

HISD000097

## Professional Development and Appraisal System: Observation Summary

NAME & SSN: APPRAISER: CAMPUS: ASSIGNMENT: DATE: BEG:  
Tom Jones, 439622999 Debra Hayes Kelso Elementary Multigrade Music Teacher 03/30/2005 9:15 AM

<b>DOMAIN I: Active, Successful Participation in the Learning Process</b>				
1. Engaged in learning			3	
2. Successful in learning			3	
3. Critical thinking/Problem solving			3	
4. Self-directed			3	
5. Connects learning			3	
<b>Total</b>			<b>15</b>	
20 25 4 11	Exceeds Expectations Below Expectations	► 12 19 0 3	Proficient Unsatisfactory	

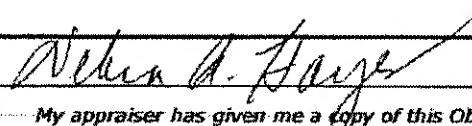
<b>DOMAIN II: Learner-Centered Instruction</b>				
1. Goals and objectives			3	
2. Learner-centered			3	
3. Critical thinking/Problem solving			3	
4. Motivational strategies			3	
5. Alignment			3	
6. Pacing/sequencing			3	
7. Value and importance			3	
8. Appropriate questioning and inquiry			3	
9. Use of technology			3	
<b>Total</b>			<b>27</b>	
37 45 7 22	Exceeds Expectations Below Expectations	► 23 36 0 6		

<b>DOMAIN III: Evaluation and Feedback on Student Progress</b>				
1. Monitored and assessed			3	
2. Assessment and instruction are aligned			3	
3. Appropriate assessment			3	
4. Learning reinforced			3	
5. Constructive feedback			3	
6. Relearning and re-evaluation			3	
<b>Total</b>			<b>18</b>	
25 30 5 14	Exceeds Expectations Below Expectations	► 15 24 0 4	Proficient Unsatisfactory	

<b>DOMAIN IV: Management of Student Discipline, In Strategies, Time, and Materials</b>				
1. Discipline procedures			3	
2. Self-discipline and self-directed learning			3	
3. Equitable teacher-student interaction			3	
4. Expectations for behavior			3	
5. Redirects disruptive behavior			3	
6. Reinforces desired behavior			3	
7. Equitable and varied characteristics			3	
8. Manages time and materials			3	
<b>Total</b>			<b>24</b>	
34 40 6 19	Exceeds Expectations Below Expectations	► 20 33 0 5		

<b>DOMAIN V: Professional Communication</b>				
1. Written with students			3	
2. Verbal/non-verbal with students			3	
3. Reluctant students			3	
4. Written with parents, staff, community members, and other professionals			3	
5. Verbal/non-verbal with parents, staff, community members, and other professionals			3	
6. Supportive, courteous			3	
<b>Total</b>			<b>18</b>	
25 30 5 14	Exceeds Expectations Below Expectations	► 15 24 0 4	Proficient Unsatisfactory	

Signature of Appraiser:


 Date: March 30, 2005

My appraiser has given me a copy of this Observation Appraisal Report.

*[Redacted]* *Signature of Teacher:*



*Date:*

*30 March 2005*

## Professional Development and Appraisal System: Summative Annual Appraisal

NAME & SSN:	APPRaiser:	CAMPUS:	ASSIGNMENT:	DATE:	BEG:
Tom Jones, 439622999	Debra Hayes	Kelso Elementary	Multigrade Music Teacher	03/30/2005	9:15 AM

**DOMAIN VI: Professional Development**

1. Campus/district goals	3
2. Student needs	3
3. Prior performance appraisal	3
4. Improvement of student performance	3
<b>Total</b>	<b>12</b>

16 20	Exceeds Expectations	9 15	Proficient
3 8	Below Expectations	0 2	Unsatisfactory

**DOMAIN VII: Compliance With Policies, Operating and Requirements**

1. Policies, procedures, and legal requirements
2. Verbal/written directives
3. Environment

**Total**

13 15	Exceeds Expectations	9 12
3 8	Below Expectations	0 2

3  
3  
3  
3  
9

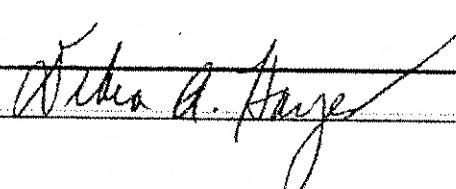
**DOMAIN VIII: Improvement of Academic Performance of all Students on the Campus (Based on Indicators Included in the AEIS)**

1. Aligns Instruction	3
2. Analyzes TAKS data	3
3. Appropriate sequence	3
4. Appropriate materials	3
5. Monitors student performance	3
6. Monitors attendance	3
7. Students in at-risk situations	3
8. Appropriate plans for intervention	3
9. Modifies and adapts	3
10. Campus Performance Rating + AYP	3
<b>Total</b>	<b>30</b>

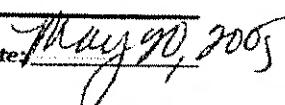
40 50	Exceeds Expectations	24 39	Proficient
8 23	Below Expectations	0 7	Unsatisfactory

**Campus Performance Rating Meets AYP 1**  
Recognized: 2

Signature of Appraiser:



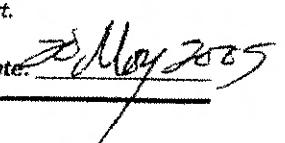
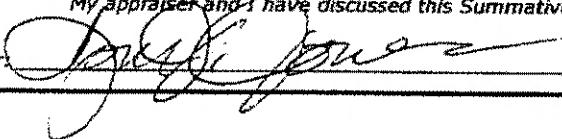
Date:



Signature of Teacher:

*My appraiser and I have discussed this Summative Annual Appraisal Report.*

Date:



Print Appraisal

## Professional Development and Appraisal System: Observation Summary

NAME & SSN:  
Tom Jones, 439622999APPRAISER:  
Bonita MorganCAMPUS:  
Hines-Caldwell ESASSIGNMENT:  
PreK-5thDATE:  
04/03/2007BEG:  
10:30 AMEND:  
11:15 AM

DOMAIN I: Active, Successful Participation in the Learning Process		
1. Engaged in learning	3	
2. Successful in learning	3	
3. Critical thinking/Problem solving	3	
4. Self-directed	3	
5. Connects learning	3	
Total	15	
20 25      Exceeds Expectations	12 19      Proficient	
4 11      Below Expectations	0 3      Unsatisfactory	

DOMAIN II: Learner-Centered Instruction		
1. Goals and objectives	3	
2. Learner-centered	3	
3. Critical thinking/Problem solving	3	
4. Motivational strategies	3	
5. Alignment	3	
6. Pacing/sequencing	3	
7. Value and importance	3	
8. Appropriate questioning and inquiry	3	
9. Use of technology	3	
Total	27	
37 45      Exceeds Expectations	23 36      Proficient	
7 22      Below Expectations	0 6      Unsatisfactory	

DOMAIN III: Evaluation and Feedback on Student Progress		
1. Monitored and assessed	3	
2. Assessment and instruction are aligned	3	
3. Appropriate assessment	3	
4. Learning reinforced	3	
5. Constructive feedback	3	
6. Relearning and re-evaluation	3	
Total	18	
25 30      Exceeds Expectations	15 24      Proficient	
5 14      Below Expectations	0 4      Unsatisfactory	

DOMAIN IV: Management of Student Discipline, Instructional Strategies, Time, and Materials		
1. Discipline procedures	3	
2. Self-discipline and self-directed learning	3	
3. Equitable teacher-student interaction	3	
4. Expectations for behavior	3	
5. Redirects disruptive behavior	3	
6. Reinforces desired behavior	3	
7. Equitable and varied characteristics	3	
8. Manages time and materials	3	
Total	24	
34 40      Exceeds Expectations	20 33      Proficient	
6 19      Below Expectations	0 5      Unsatisfactory	

DOMAIN V: Professional Communication		
1. Written with students	3	
2. Verbal/non-verbal with students	3	
3. Reluctant students	3	
4. Written with parents, staff, community members, and other professionals	3	
5. Verbal/non-verbal with parents, staff, community members, and other professionals	3	
6. Supportive, courteous	3	
Total	18	
25 30      Exceeds Expectations	15 24      Proficient	
5 14      Below Expectations	0 4      Unsatisfactory	

Signature of Appraiser:

*Bonita Morgan*

Date: 5-23-07

My appraiser has given me a copy of this Observation Appraisal Report.

Signature of Teacher:

*Douglas Jones*

Date: 23 May 2007

HISD000180

5/23/2007

## Professional Development and Appraisal System: Summative Annual Appraisal

NAME & SSN: APPRAISER: CAMPUS: ASSIGNMENT: DATE: BEG: END:  
 Tom Jones, 439622998 Bonita Morgan Hines-Caldwell ES PreK-5th 04/03/2007 10:30 AM 11:15 AM

DOMAIN VI: Professional Development			DOMAIN VII: Compliance With Policies, Operating Procedures, and Requirements		
1. Campus/district goals		3	1. Policies, procedures, and legal requirements		
2. Student needs		3	2. Verbal/written directives		
3. Prior performance appraisal		3	3. Environment		
4. Improvement of student performance		3			
Total		12	Total		
16 20	Exceeds Expectations	> 9 15	13 15	Exceeds Expectations	> 9 12
3 8	Below Expectations	0 2	3 8	Below Expectations	0 2
					Proficient
					Unsatisfactory

DOMAIN VIII: Improvement of Academic Performance of all Students on the Campus (Based on Indicators Included in the AEIS)					
1. Aligns Instruction		3			
2. Analyzes TAKS data		3			
3. Appropriate sequence		3			
4. Appropriate materials		3			
5. Monitors student performance		3			
6. Monitors attendance		3			
7. Students in at-risk situations		3			
8. Appropriate plans for intervention		3			
9. Modifies and adapts		3			
10. Campus Performance Rating + AYP		2			
Total		29			
40 50	Exceeds Expectations	> 24 39	13 15	Exceeds Expectations	> 9 12
8 23	Below Expectations	0 7	3 8	Below Expectations	0 2
					Proficient
					Unsatisfactory

Campus Performance Rating Meets AYP 1  
Academically Acceptable: 1

Signature of Appraiser:

Date: 5-23-07

My appraiser and I have discussed this Summative Annual Appraisal Report.

Signature of Teacher:

Date: 23 May 2007

HISD000181